

**Long Term Outlook
for Labour Force Growth:
Canada and Ontario**

Policy Planning Branch

**Ministry of Treasury, Economics
and Intergovernmental Affairs**

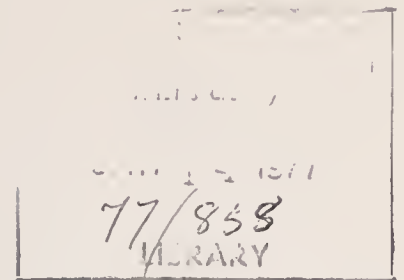
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CONTENTS

	<u>Page</u>
SUMMARY	(i)
INTRODUCTION	1
I. METHODS AND ASSUMPTIONS	1
II. PROJECTED RESULTS FOR CANADA AND ONTARIO	5
Total Population Projections	5
Working-Age Population Projections	7
Participation Rates	21
Labour Force Projections	25

LIST OF TABLES

1	Alternative Population Projections - Canada (Total size in thousands)
1.1	Alternative Population Projections - Canada (Average Annual Growth - Percentage)
1A	Alternative Population Projections - Ontario (Total size in thousands)
1A.1	Alternative Population Projections - Ontario (Average Annual Growth - Percentage)
2	Alternative Population Projections - Canada (Distribution over and under 15 years of age, in thousands)
2.1	Alternative Population Projections - Canada (Average Annual Growth in over and under 15 years of age categories - percentage)
2A	Alternative Population Projections - Ontario (Distribution Over and Under 15 years of age, in thousands)
2A.1	Alternative Population Projections - Ontario (Average annual growth in over and under 15 years of age categories - percentage)
3	Primary and Secondary Population Projections - Canada Low Fertility, Net Migration 100,000. (thousands)
3.1	Primary and Secondary Population Projections - Canada Low Fertility, Net Migration 100,000. (Average Annual Growth - Percentage)
3A	Primary and Secondary Population Projections - Ontario Low Fertility, Net Migration 50,000. (thousands)
3A.1	Primary and Secondary Population Projections - Ontario Low Fertility, Net Migration 50,000. (Average Annual Growth - Percentage)
4	Primary and Secondary Population Projections - Canada Low Fertility, Net Migration 140,000. (thousands)
4.1	Primary and Secondary Population Projections - Canada Low Fertility, Net Migration 140,000. (Average Annual Growth - Percentage)
4A	Primary and Secondary Population Projections - Ontario Low Fertility, Net Migration 25,000. (thousands)
4A.1	Primary and Secondary Population Projections - Ontario Low Fertility, Net Migration 25,000. (Average Annual Growth - Percentage)



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- 5 Participation Rates - Canada
- 5A Participation Rates - Ontario
- 6 Labour Force Projection - Canada
Low Fertility, Net Migration 100,000. (thousands)
- 6A Labour Force Projection - Ontario
Low Fertility, Net Migration 50,000. (thousands)
- 7 Average Annual Growth in Labour Force - Canada
Low Fertility, Net Migration 100,000. (Percentage)
- 7A Average Annual Growth in Labour Force - Ontario
Low Fertility, Net Migration 50,000. (Percentage)
- 8 Labour Force Projection - Canada
Low Fertility, Net Migration 140,000. (thousands)
- 8A Labour Force Projections - Ontario
Low Fertility, Net Migration 25,000. (thousands)
- 9 Average Annual Growth in Labour Force - Canada
Low Fertility, Net Migration 140,000. (Percentage)
- 9A Average Annual Growth in Labour Force - Ontario
Low Fertility, Net Migration 25,000. (Percentage)

LIST OF CHARTS

- 1 Five-Year Average Annual Projected Growth Rates in Total
Population and Working-Age Groups - Canada
- 2 Five-Year Average Annual Projected Growth Rates in Total
Population and Working-Age Groups - Ontario
- 3 Five-Year Average Annual Growth in Labour Force
Canada and Ontario

SUMMARY

This study projects and analyses future long term growth in the labour force for Canada and Ontario. The approach focuses on evolution of the working-age population distributions and on changes in participation rate parameters. Unless specifically indicated, the following conclusions hold for both Ontario and Canada.

Labour Force

1. The most important finding of this study is that growth in the labour force would slow down dramatically over the next two decades. The average annual growth of 3.6 per cent for Canada in 1970-75 would drop to 3.2 per cent in the 1975-80 period and reach 1.5 per cent in the second half of the 1980's. For Ontario the growth rate would decline sharply from about 4 per cent (1970-75) to 2.9 per cent (1975-80) and it could reach about 1.6 per cent in the latter 1980's.
2. The projected labour force growth is based upon analysis of changes in the working-age population, age-sex distribution and participation rates. This growth has been firmly established by past events, particularly by sharp declines in fertility in the last twenty years and it is quite insensitive to:
 - . future variation of as much as 40 per cent in average net migration levels; and
 - . variation in fertility trends over the next fifteen years.
3. It is expected that participation rates for groups in the secondary labour force (females, males 15-24 and males 55 plus) would continue to increase well into the 1980's; if this does not occur, the overall labour force growth would decline even more rapidly.
4. Women would form 40-41 per cent of the total labour force by 1985 as compared with about 30 per cent in 1965 and 37 to 38 per cent at present. The proportion is slightly higher in Ontario than in Canada as a whole.
5. Young males (15-24), who in the early 1970's formed just under 14 per cent of the total labour force, would represent a steadily declining portion through to 1990 (about 10 per cent) and perhaps beyond.
6. Males in the 25-54 age group at present account for 39 to 40 per cent of the labour force; this would remain so until the mid-1980's, beyond which a mild upturn might occur.

Working-Age Population

1. The working-age population (persons 15 years and over) would steadily decline in growth rate in the 1970's and 1980's.
 - . This trend has been determined fundamentally by the sharp decline in fertility rates starting about the mid-fifties and continuing into the seventies.
 - . Assuming an annual average net migration to Canada of 100,000 over the projection period (about the same as in the last decade) the yearly rate of growth in the working-age population (WAP) would decline from about 2.1 per cent in the 1970-75 period to 1.5 per cent (1980-85) and 1.1 per cent (1990-95) in Canada. For Ontario, the growth rate would decline from 2.4 per cent to 1.5 per cent and to 1.4 per cent for the corresponding period under a yearly net migration assumption of 50,000.

(ii)

- . A higher migration rate of 140,000 for Canada in future could increase the growth in the WAP in the 1970's, but a strong decline in the 1980's would still emerge.
 - . Lowering the future net migration level to 25,000 for Ontario leads to a somewhat stronger long-run decline in the WAP growth rate.
 - . It would take large increases in net migration into Canada and Ontario to offset the firmly established trend towards a declining growth in the WAP in the next 20 years.
 - . Alterations in present fertility rates would not affect the projected decline in the WAP growth except beyond 1990. If fertility rates continue to decline into the early 1980's, the WAP growth would exhibit continued decline well into the 1990's.
2. Closer examination of the composition of the WAP reveals significant future developments in both Canada and Ontario.
- . The long-run tendency for declining growth in the WAP is exactly the same for males and females, so that the prevailing sex distribution persists.
 - . Annual growth in male (and female) groups 15-24 years would decelerate through the 1970's (from 2.3 per cent in the 1970-75 period) to become negative in the 1980's (as much as -2.4 per cent for Canada in 1985-90 period).
 - . Correspondingly, as cohorts from the high fertility period prior to 1960 grow older, the 25-54 age group would accelerate in growth from 2.0 per cent per year in the early 1970's to about 2.6 per cent in the mid 1980's. Sharp deceleration sets in thereafter, as net entry into this bracket is slowed by the effects of declining fertility of the 1960's.
 - . The net result of a wide variety of factors (fertility rates earlier in this century, past wars, medical developments, historical immigration, projected death rates, etc.) is that the 55-plus age group might rise in growth to 2.7 per cent per year in the second half of this decade, but would slow down considerably in the 1980's.
 - . These trends imply that in relation to the total population, the percentage of males in the 15-24 age group would decline steadily from the present 10 per cent to about 7 per cent by the mid-1990's, while the proportion in other age groups 24 plus would rise significantly, especially the 25-54 age group.

Participation Rates

1. The participation rate for the overall labour force would rise steadily - from 61.1 per cent in 1975 to 68.1 per cent in 1995 for Canada and from 64.2 per cent to 70.0 per cent for Ontario in the same period.
- . The overall rise is a reflection of increasing participation rates for the secondary labour force (females, males in the 15-24 and 55-plus age groups); the rate for the primary labour force (males 25-54) has been relatively constant at 96 to 97 per cent in the last twenty years and no significant changes are expected in the future.

- . Less than one-quarter of the Canadian female population of working age were in the labour force in the mid 1950's; at present some 44 per cent are; by the mid 1990's it could reach 54 per cent before tapering off. The rate for Ontario is generally higher than for Canada.
 - . The participation rate for young males (15-24) declined steadily from about 67 per cent in mid 1950's to about 55 per cent by 1972. Similarly, the rate for older males has declined from about 59 per cent to just under 55 per cent in the same period. A reversal of these two trends is expected in future (see points 3 and 4 below).
2. Continued increase in female participation is linked largely to structural changes in society and the economy.
- . Reduction in family responsibilities arising from secular decline in fertility rates and from increasing availability of day care.
 - . Increased levels of educational attainment.
 - . Shortening of the work-week permitting women to accept out-of-home employment.
 - . Growth in demand for output of the service industries favouring female employment.
 - . Increasing opportunities for part-time employment.
 - . Slowing down in growth of real disposable income of the primary income earner due to high rates of inflation.
 - . Recent changes in minimum wage legislation, eligibility for unemployment insurance benefits, CPP benefit rates (removal of penalty factors) and tax treatment of dependant's earnings all tend to encourage labour force participation by various age groups in varying degrees. Further changes in policy along these lines could reinforce the underlying socio-economic trends responsible for rising female participation.
3. The earlier down trend in the young male participation rate was reversed in 1973-74 period largely because of the inflationary impact on real disposable income and changes in legislation regarding U.I.C., minimum wages and taxation of dependants' earnings. A slight uptrend could persist because of:
- . continued inflation; and
 - . expansion in the opportunities for part-time employment (which increases the potential for complementarity in the pursuit of education and labour force participation).
4. Recent inflation and to a minor extent changes in CPP penalty conditions have served to reverse the mild down trend in the participation rate for males 55 plus. Further increase in participation in future could arise from:
- . continued inflationary impact on nominally fixed private retirement income;
 - . longer life expectancy implying possible inadequacy of existing wealth in producing future income;
 - . expanding opportunities for part-time work; and
 - . increasing average education and skill levels (implying a rise in the opportunity cost of withdrawal from the labour force).

INTRODUCTION

This study projects and analyses labour force growth to 1995 for Canada and Ontario. The approach focuses on evolution of the working-age population distributions and on changes in participation rate parameters for sub-groups of the population.

I. METHODS AND ASSUMPTIONS

In order to develop labour force projections for the next twenty years, two essential pieces of information were utilized:

- . population projections; and
- . participation rates.

Population projections for Canada are available from Statistics Canada under alternative assumptions about net migration and fertility rates. For the present exercise, two scenarios were examined. Scenario A assumes a low fertility (the rate declines somewhat from existing levels to 1.8 by 1985) and a net migration of 100,000 per year. Scenario B differs from A only in respect of net migration, the level being 140,000 per year.¹ Of these two scenarios, the former is treated as the base case since there is a fair body of opinion supporting the view that Canadian fertility rates are likely to continue declining at least until the next decade and developments in immigration policy could hold annual net immigration to the 100,000 level.

Population projections for Ontario were developed within the Ontario Government using alternative fertility and migration assumptions.⁽²⁾ Again, two scenarios are examined for their labour force implications. Scenario A assumes a low fertility (the rate declines steadily over the next twenty years) and net migration into Ontario of 50,000 per year. Scenario B differs from A in that the net migration is assumed to be 25,000 per year. On the basis of past experience and in view of the potential for increasing economic opportunities in the other provinces, it is believed that Scenario A is the more likely.⁽³⁾

1. A third scenario involving a medium fertility rate of 2.2 by 1985 and net migration of 100,000 per year was also considered but the labour force implications did not differ from those of Scenario A until well into the 1990's and the results are therefore not reported here.

2. Refer to "A Review of Ontario's Population Projections," Policy Planning Branch, Office of Economic Policy, Ministry of Treasury, Economics and Intergovernmental Affairs.

3. Idem.

The population estimates for both Canada and Ontario provided a breakdown by age-sex classification. It was therefore possible to examine the long run tendency for changes in both the level and the distribution of the working-age population to affect the evolution of the growth in the labour force. The working-age population consists of persons at least 15 years of age and in any given period constitutes the source for participation in the labour force.

Certain adjustments to the size of the 15 and over population are generally made in order to define a civilian labour force source population in Canada. These adjustments involve exclusion of members of the armed forces, inmates of institutions, Indians on Reserves and residents of the Yukon and Northwest Territories. Also, a measure of the "average" size of the population in a given year is derived from the monthly population levels.

In the present exercise, these adjustments have not been made to the projected population data. The projected data relate to the population size on June 1 of any given year and for long-term purposes this may be treated as a good indicator of the average for the year. The adjustments for exclusion of certain groups have been omitted because of the great difficulty in allocating the total to be excluded in the various age-sex categories. The result is that the future levels of the working-age population presented here would tend to overstate the level of the labour force source population. However, it is not necessarily the case that the resulting growth rates would be biased upward in the projection period 1975-1995.¹

The working-age population is broken into two groups -- the primary population consisting of males in the 25-54 age bracket and the secondary population consisting of other persons at least 15 years

1. It is possible that the omission generates some upward bias in the projected source population growth rates when compared with historical growth rates, but such bias does not necessarily exist within the projection period itself.

of age.⁽¹⁾ This secondary population in turn is broken into three categories -- males 15-24 years of age, males at least 55 years old and females at least 15 years old. Together, then, there are four groups in the working-age population to be examined for labour force implications.⁽²⁾

For each of these groups a participation rate defines the proportion that is in the labour force. In order to obtain a projection of the labour force coming from any group for any given year, it is necessary to determine the average participation rate over the year for that group and to apply that rate to the working-age population in the group. The present study therefore examines the prospects for changes in participation rates of the four groups in developing the overall labour force estimated for Canada and Ontario.

The projected participation rates take account of historical experience as well as possible changes in future socio-economic conditions. Participation from the primary population has exhibited relative stability in the .96 to .97 range and is not expected to diverge from this in the next two decades. However, participation from the secondary population tends to respond to social and economic changes.

The secondary participation rate is derived initially from the long-term forecasts with the aggregate econometric model TRACE. At the same time, projections of participation rates for the three sub-groups in the secondary population were developed from more specific consideration of such factors as inflation, tax and welfare policy, opportunities for part-time employment, growth in the service sector and changes in family size and responsibilities (arising from declining fertility rates). These two approaches provided a base within which

(1) In February 1976, Statistics Canada revised its labour force definition to exclude the 14 year old. While labour force statistics for 1975 are available in both the old and new concept, historical series have not yet been adjusted to reflect the recent changes except for some selected overall variables.

(2) While it might be desirable to develop projections for sub-groups of females, there are severe constraints because the historical data on participation for sub-groups exhibit considerably more volatility than those for overall female participation.

secondary participation might lie in future and some judgment was employed in reaching a compromise. The resulting projections for the secondary participation rate thus reflect the hypothesis that overall economic growth induces response from the secondary part of the labour force and that the distribution of the response over sub-groups in the secondary population depends on opportunities arising from sectoral changes, government policy changes and attitudinal changes.

II. PROJECTED RESULTS FOR CANADA AND ONTARIO

Total Population Projections

Tables 1 and 1.1 show the projected levels and growth rates in Canada's population under three different scenarios for fertility and net migration. Scenario A, which seems to be the most likely, involves a low fertility rate assumption and net migration of 100,000 per year. By 1995, this could result in a population of 28.4 million, or about 1.2 million less than the 29.6 million arising from the higher level of net migration in Scenario B. However, Scenario C with fertility rates higher than those of A but with the same level of net migration could yield a 30 million population base by 1995. Growth in Canada's population which has already slowed down markedly from the last decade is likely to decelerate even further in the 1980's and beyond.

ALTERNATIVE POPULATION PROJECTIONS - CANADA
(Total size in Thousands)

Table 1

	A	B	C
1970*	21,297.0	21,297.0	21,297.0
1975*	22,800.0	22,800.0	22,800.0
1980	24,123.6	24,472.5	24,475.3
1985	25,706.8	26,298.6	26,509.3
1990	27,210.1	28,057.1	28,466.5
1995	28,499.1	29,611.2	30,203.7

A - Low Fertility (1.80 by 1985); 100,000 Net Migration

B - Low Fertility (1.80 by 1985); 140,000 Net Migration

C - Medium Fertility (2.20 by 1985); 100,000 Net Migration

*Actual - The base year for the population projections is 1971.
The actual population in 1975 differed slightly from the projected 1975 population under the three assumptions.

Source: Statistics Canada

ALTERNATIVE POPULATION PROJECTIONS - CANADA
(Average Annual Growth - Percentage)

Table 1.1

	A	B	C
1975/70	1.4	1.4	1.4
1980/75	1.1	1.4	1.4
1985/80	1.3	1.4	1.6
1990/85	1.1	1.3	1.4
1995/90	0.9	1.1	1.2

A - Low Fertility (1.80 by 1985); 100,000 Net Migration.

B - Low Fertility (1.80 by 1985); 140,000 Net Migration.

C - Medium Fertility (2.20 by 1985); 100,000 Net Migration

Source: Based on data in Table 1.

The projected population growth picture for Ontario is shown in Tables 1A and 1A.1. If, as seems probable, Scenario A with net migration into the province averaging 50,000 per year prevails, there could be as many as 10.7 million residents by 1995. The general pattern of further decelerating growth emerges in both scenarios for fertility and net migration.

ALTERNATIVE POPULATION PROJECTIONS - ONTARIO
(Total Size in Thousands)

Table 1A

	A	B
1970*	7,551.0	7,551.0
1975*	8,226.0	8,226.0
1980	8,849.1	8,593.3
1985	9,515.1	9,101.3
1990	10,135.5	9,558.4
1995	10,667.1	9,922.9

A - Low Fertility (1.68 by 2001); Net migration 50,000.

B - Low Fertility (1.68 by 2001); Net Migration 25,000.

* Actual (Statistics Canada) The base year for the population projections is 1971. The actual population in 1975 differed slightly from the projected 1975 population under the two assumptions.

Source: Ministry of Treasury, Economics and Intergovernmental Affairs estimates for 1980 and beyond.

ALTERNATIVE POPULATION PROJECTIONS - ONTARIO
(Average Annual Growth - Percentage)

Table 1A.1

	A	B
1975/70	1.7	1.7
1980/75	1.5	0.9
1985/80	1.5	1.2
1990/85	1.3	1.0
1995/90	1.0	0.8

A - Low Fertility (1.68 by 2001); Net Migration 50,000

B - Low Fertility (1.68 by 2001); Net Migration 25,000

Source: Based on data in Table 1A.

Working-Age Population Projections

For the purpose of deriving the labour force, changes in the working-age population (consisting of persons at least 15 years of age) matter more than those in the total population. The size and growth of Canada's working-age population are shown in Tables 2 and 2.1. While the working-age population will indeed be growing faster than the total population, there is a clear slowing down over the next two decades. This is true in all three Scenarios (as Chart 1 shows) and it reflects the fundamental down trend in fertility rates starting about the mid-fifties and continuing into the seventies.

A comparison of Scenarios A and C reveals that even if there is a reversal in fertility trends in the 1975-85 period, the effect on the working-age population would not be felt until the nineties. Consequently, for further analysis, it would be adequate to examine the implications of Scenarios A and B only.

Comparing A and B, one finds that a lower net migration produces lower levels of growth in the working-age population but the differences are not as great as one might have thought. Hence,

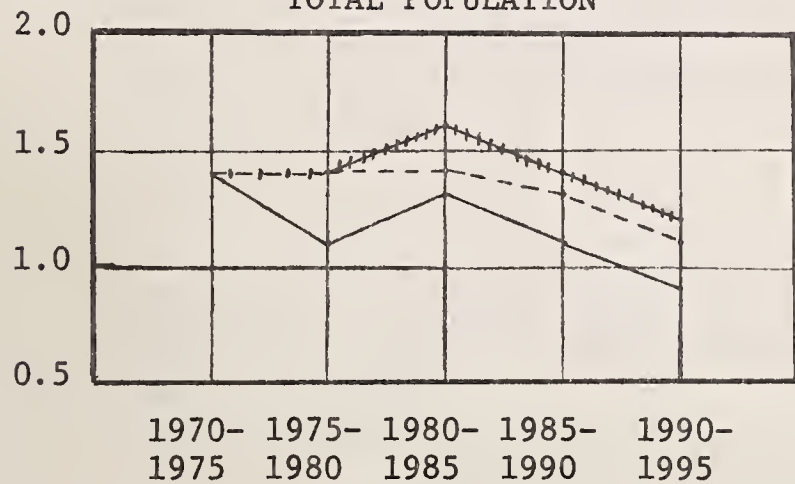
FIVE-YEAR AVERAGE ANNUAL PROJECTED GROWTH RATES IN
TOTAL POPULATION AND WORKING-AGE GROUPS - CANADA

CHART 1

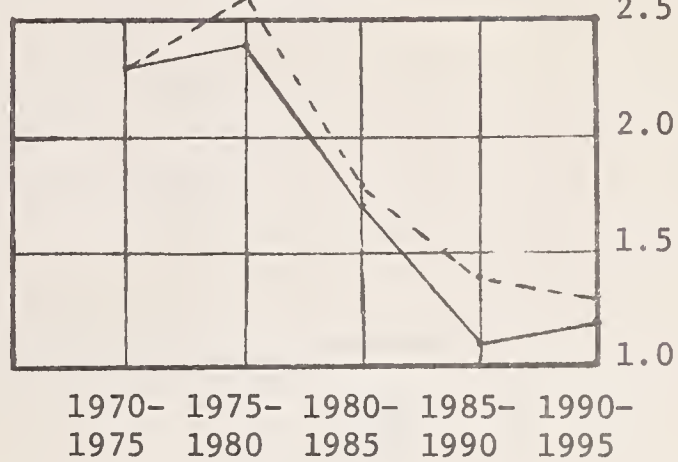
Per Cent

Per Cent

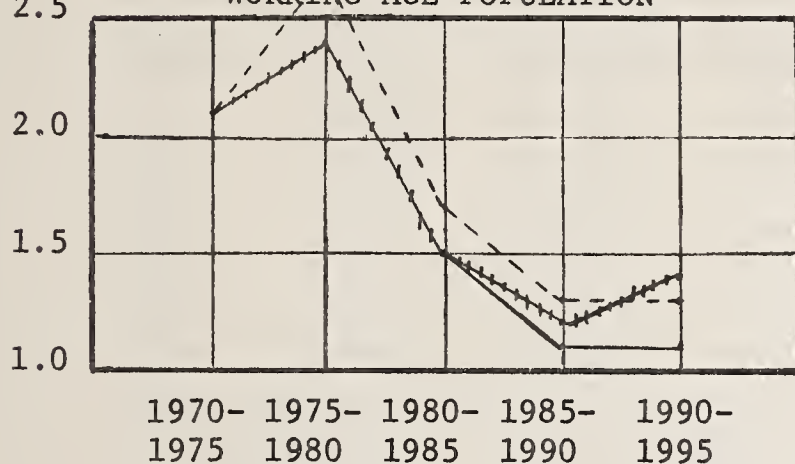
TOTAL POPULATION



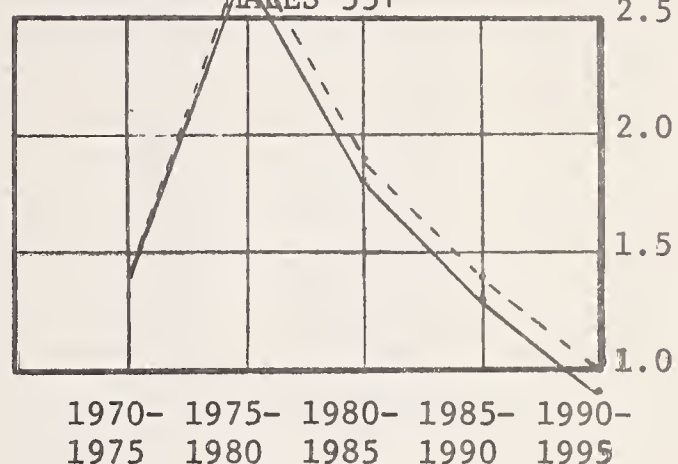
FEMALES 15+



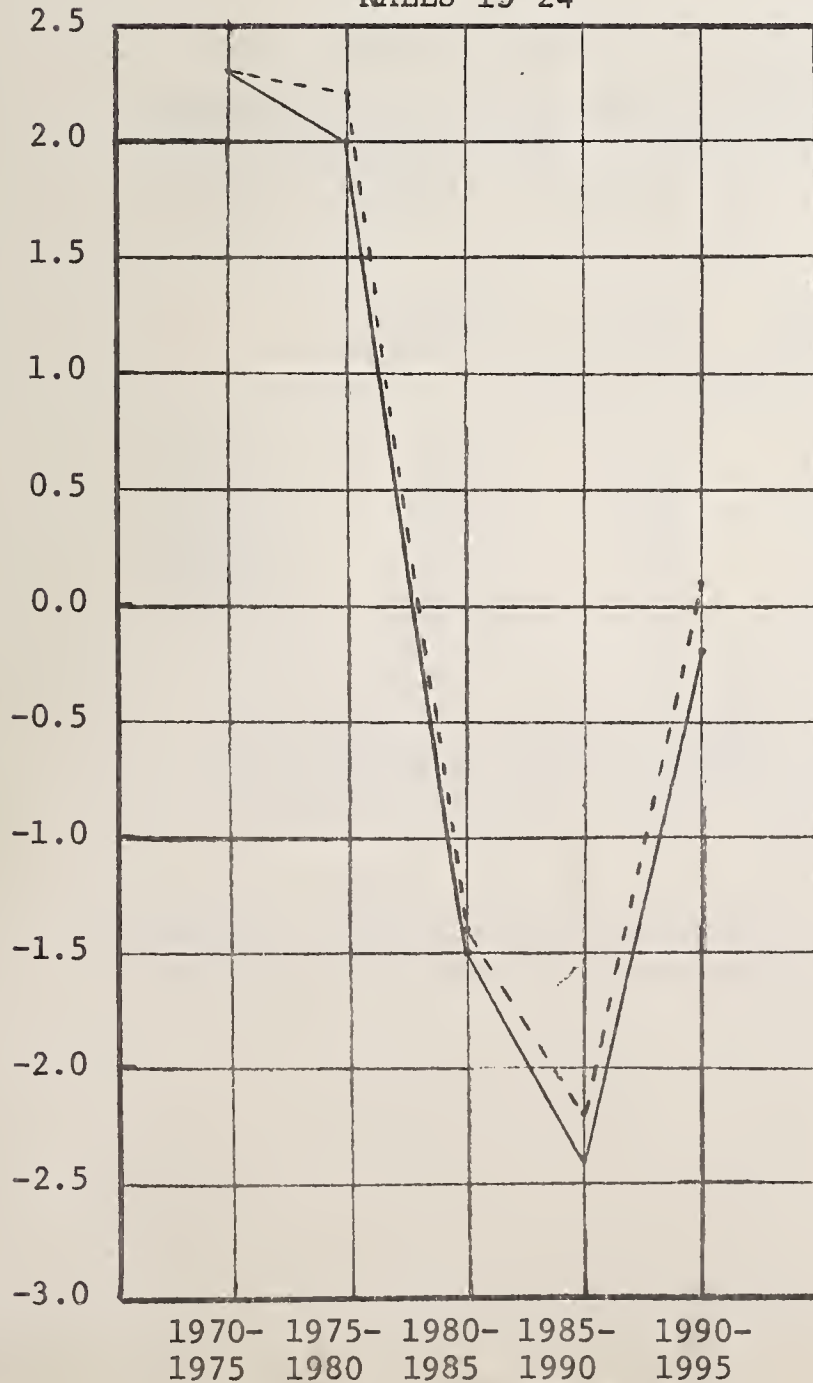
WORKING-AGE POPULATION



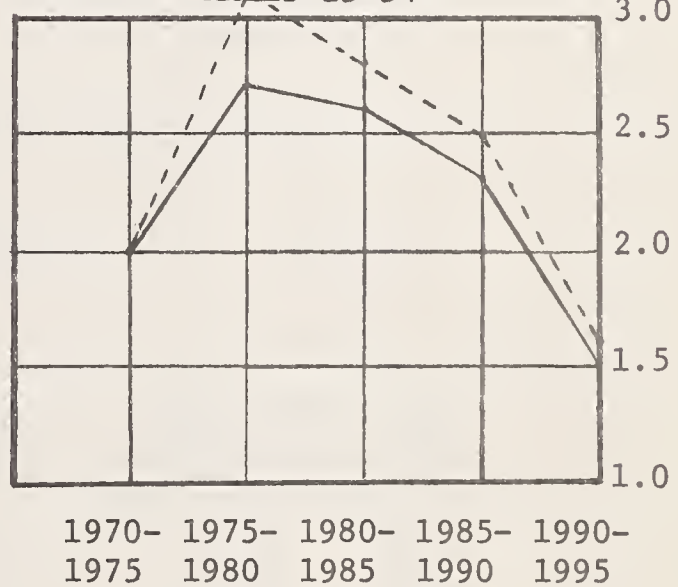
MALES 55+



MALES 15-24



MALES 25-54



- A ——— B - - - - C + + + +
- A - Low Fertility (1.80 by 1985);
100,000 Net Migration
- B - Low Fertility (1.80 by 1985);
140,000 Net Migration.
- C - Medium Fertility (2.20 by 1985);
100,000 Net Migration.

a 40 per cent variation in net migration not only fails to offset the fundamental deceleration in the next twenty years but also fails to produce significantly different results from that of Scenario A.

ALTERNATIVE POPULATION PROJECTIONS - CANADA
(Distribution Over and Under 15 years of
Age in Thousands)

Table 2

	A		B		C	
	Under 15	15+	Under 15	15+	Under 15	15+
1970*	6,453.7	14,843.3	6,453.7	14,843.3	6,453.7	14,843.3
1975*	6,325.0	16,475.0	6,325.0	16,475.0	6,325.0	16,475.0
1980	5,540.2	18,583.4	5,661.4	18,811.1	5,892.0	18,583.3
1985	5,639.0	20,067.8	5,848.1	20,450.5	6,491.5	20,017.8
1990	5,989.2	21,220.9	6,211.6	21,845.5	7,207.3	21,259.2
1995	6,086.8	22,412.3	6,361.9	23,249.3	7,442.3	22,761.4

A - Low Fertility (1.80 by 1985); 100,000 Net Migration.

B - Low Fertility (1.80 by 1985); 140,000 Net Migration.

C - Medium Fertility (2.20 by 1985); 100,000 Net Migration.

* Actual

Source: Statistics Canada

ALTERNATIVE POPULATION PROJECTIONS - CANADA
(Average Annual Growth in Over and Under 15 Years
of Age Categories - Percentage)

Table 2.1

	A		B		C	
	Under 15	15+	Under 15	15+	Under 15	15+
1975/70	-0.4	2.1	-0.4	2.1	-0.4	2.1
1980/75	-2.6	2.4	-2.2	2.7	-1.4	2.4
1985/80	0.4	1.5	0.7	1.7	2.0	1.5
1990/85	1.2	1.1	1.2	1.3	2.1	1.2
1995/90	0.3	1.1	0.5	1.3	0.6	1.4

A - Low Fertility (1.80 by 1985); 100,000 Net Migration.

B - Low Fertility (1.80 by 1985); 140,000 Net Migration.

C - Medium Fertility (2.20 by 1985); 100,000 Net Migration.

Source: Based on data in Table 2.

Projected levels and growth in Ontario's working age population are shown in Tables 2A and 2A.1. Here again, the prospect is for marked slowing down in growth and results are not significantly affected by a 50 per cent variation in the basic 50,000 net migration assumption (as shown in Chart 2).

ALTERNATIVE POPULATION PROJECTIONS - ONTARIO
(Distribution Over and Under 15 Years of
Age in Thousands)

Table 2A

	A		B	
	Under 15	15+	Under 15	15+
1970*	2,214.4	5,336.6	2,214.4	5,336.6
1975*	2,215.0	6,011.0	2,215.0	6,011.0
1980	2,125.2	6,723.9	2,052.3	6,541.0
1985	2,262.4	7,252.7	2,144.3	6,957.0
1990	2,367.6	7,767.9	2,211.1	7,347.3
1995	2,353.6	8,313.5	2,168.9	7,754.0

A - Low Fertility (1.68 by 2001); Net Migration 50,000.

B - Low Fertility (1.68 by 2001); Net Migration 25,000

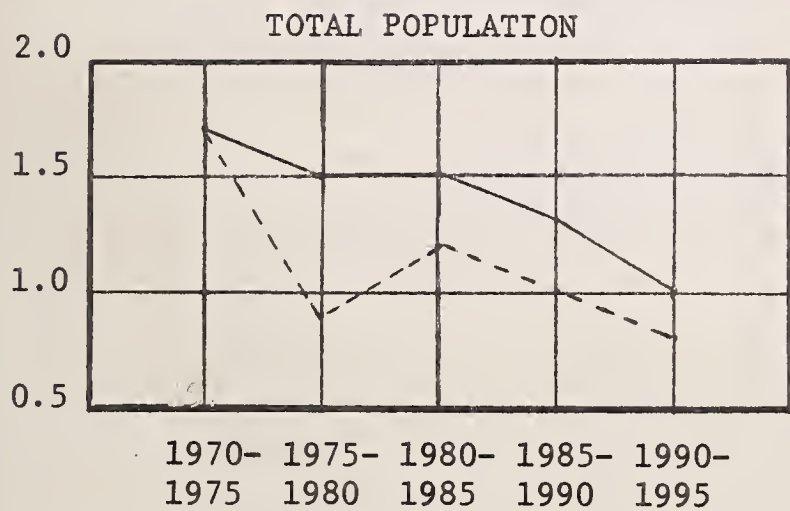
*Actual (Statistics Canada)

Source: Ministry of Treasury, Economics and Intergovernmental
Affairs estimates for 1980 and beyond.

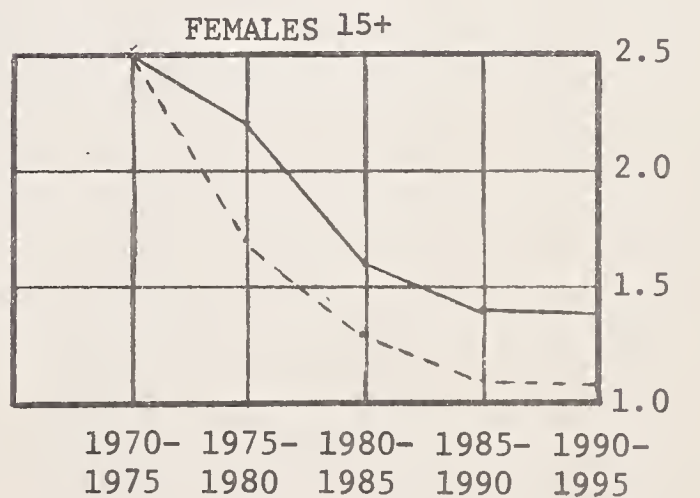
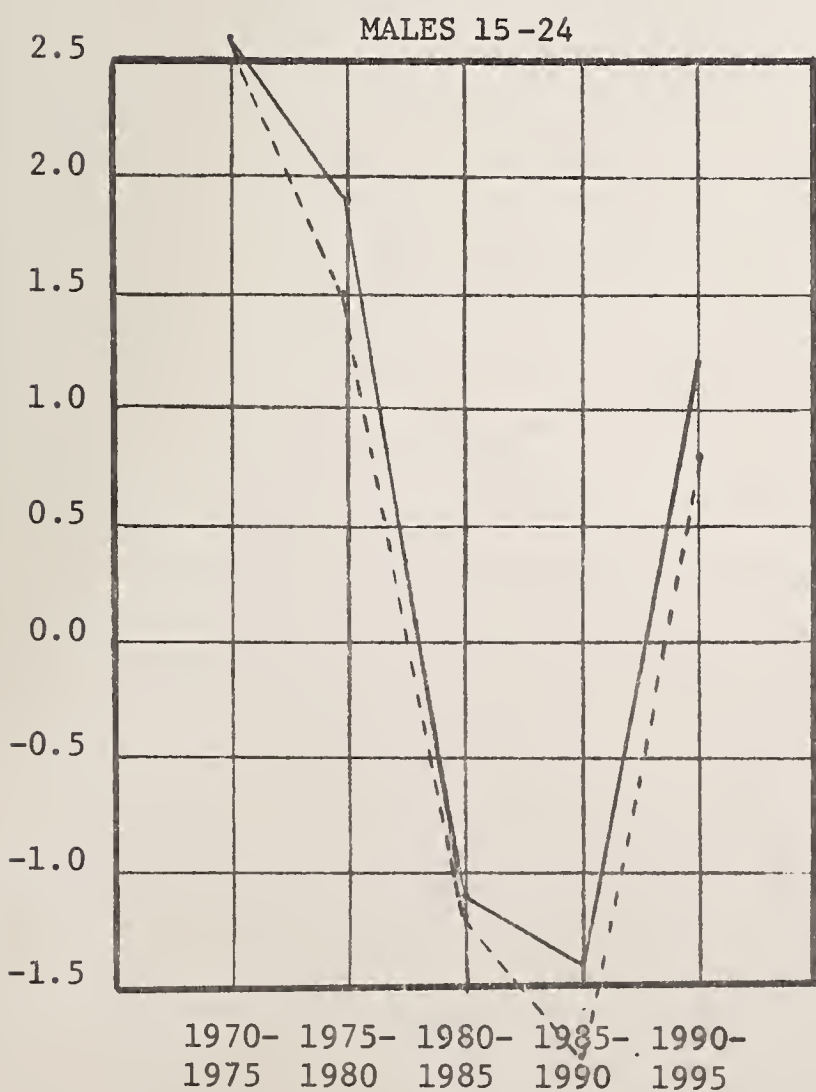
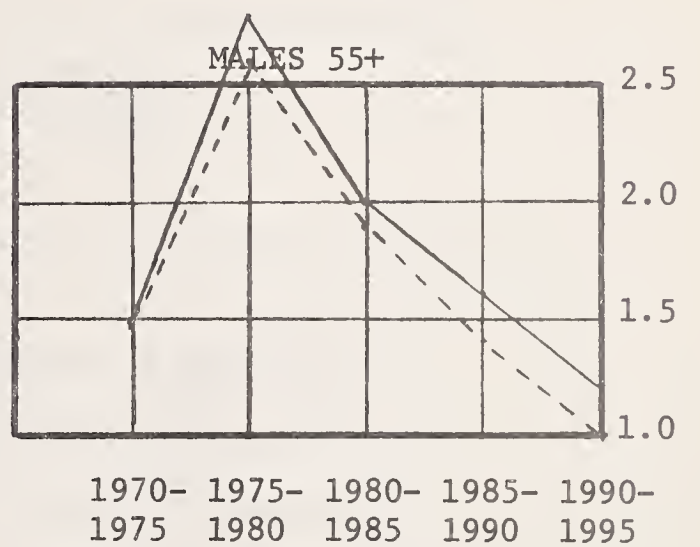
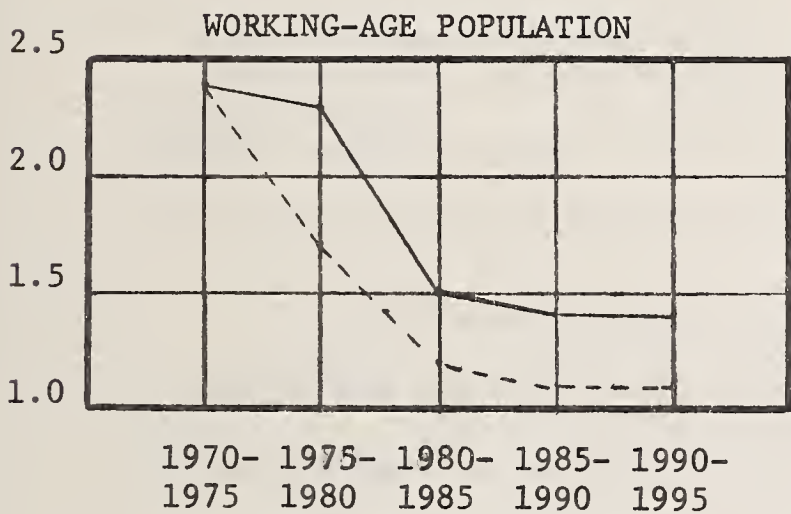
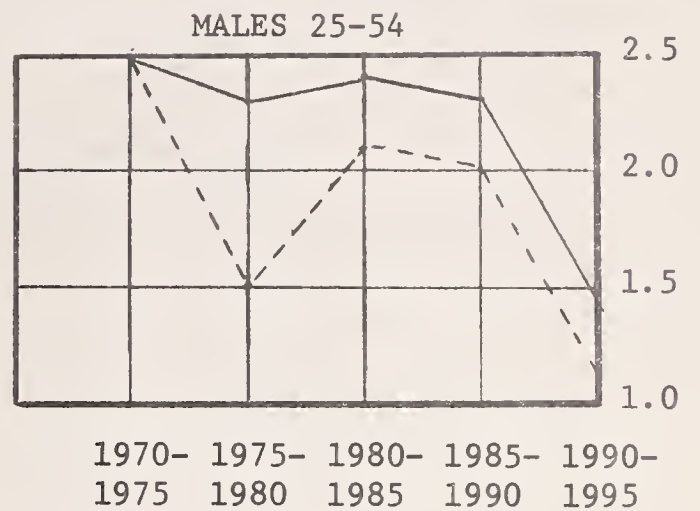
FIVE-YEAR AVERAGE ANNUAL PROJECTED GROWTH RATES IN
TOTAL POPULATION AND WORKING-AGE GROUPS - ONTARIO

CHART 2

Per Cent



Per Cent



A ——— B - - - -
A - Low Fertility (1.68 by 2001); Net Migration 50,000.
B - Low Fertility (1.68 by 2001); Net Migration 25,000.

ALTERNATIVE POPULATION PROJECTIONS - ONTARIO
(Average Annual Growth in Over and Under 15 Years
of Age Categories - Percentage)

Table 2A.1

	A		B	
	Under 15	15+	Under 15	15+
1975/70	*	2.4	*	2.4
1980/75	-0.8	2.3	-1.5	1.7
1985/80	1.3	1.5	0.9	1.2
1990/85	0.9	1.4	0.6	1.1
1995/90	-0.1	1.4	-0.4	1.1

A - Low Fertility (1.68 by 2001); Net Migration 50,000.

B - Low Fertility (1.68 by 2001); Net Migration 25,000.

* Less than 0.1

Source: Based on data in Table 2A.

Within the working-age population, there are expected to be significant differences in the rates at which the primary and secondary groups might grow. Tables 3 and 3.1 show the distribution and growth of Canada's working-age population according to the assumptions of Scenario A while Tables 4 and 4.1 relate to the situation in Scenario B. The results for Ontario are summarized correspondingly in Tables 3A, 3A.1, 4A and 4A.1.

PRIMARY AND SECONDARY POPULATION PROJECTIONS - CANADA
Low Fertility, Net Migration 100,000 (Thousands)

Table 3

	Primary Population Males 25-54	Secondary Population			Total Population	Percentage Distribution*			
		Males 15-25	Males 55+	Females 15+		Males 25-54	Males 15-24	Males 55+	Females 15+
1970**	3,809.0	1,960.8	1,598.9	7,474.6	21,297.0	17.9	9.2	7.5	35.1
1975**	4,203.0	2,195.0	1,713.0	8,364.0	22,800.0	18.4	9.6	7.5	36.7
1980	4,800.8	2,418.2	1,955.4	9,408.9	24,123.6	19.9	10.0	8.1	39.0
1985	5,465.3	2,241.6	2,139.1	10,221.9	25,706.8	21.3	8.7	8.3	39.8
1990	6,133.4	1,981.8	2,284.0	10,821.8	27,210.1	22.5	7.3	8.4	39.8
1995	6,594.5	1,964.7	2,394.0	11,459.0	28,499.1	23.1	6.9	8.4	40.2

*Per Cent of Total Population
**Actual

Source: Statistics Canada

PRIMARY AND SECONDARY POPULATION PROJECTIONS - CANADA
 Low Fertility, Net Migration 100,000
 Average Annual Growth - Percentage

Table 3.1

	Primary Population Males 25-54	Secondary Population			Total Population
		Males 15-24	Males 55+	Females 15+	
1975/70	2.0	2.3	1.4	2.3	1.4
1980/75	2.7	2.0	2.7	2.4	1.1
1985/80	2.6	-1.5	1.8	1.7	1.3
1990/85	2.3	-2.4	1.3	1.1	1.1
1995/90	1.5	-0.2	0.9	1.2	0.9

Source: Based on data in Table 3

PRIMARY AND SECONDARY POPULATION PROJECTIONS - ONTARIO
Low Fertility, Net Migration 50,000 (Thousands)

Table 3A

Primary Population Males 25-54	Secondary Population		Total Population	Percentage Distribution*					
	Males 15-24	Males 55+ Females 15+		Males 25-54	Males 15-24	Males 55+	Females 15+		
1970**	1,395.6	669.2	568.1	2,703.7	7,551.0	18.5	8.9	7.5	35.8
1975**	1,582.0	760.0	611.0	3,058.0	8,226.0	19.2	9.2	7.4	37.2
1980	1,774.0	835.8	701.2	3,412.8	8,849.1	20.0	9.4	7.9	38.6
1985	1,997.4	792.7	774.6	3,688.0	9,515.1	21.0	8.3	8.1	38.8
1990	2,233.6	740.0	837.1	3,957.2	10,135.5	22.0	7.3	8.3	39.0
1995	2,396.1	786.9	889.1	4,241.4	10,667.1	22.5	7.4	8.3	39.8

*Per Cent of Total Population

**Actual (Statistics Canada)

Source: Ministry of Treasury, Economics and Intergovernmental Affairs estimates for 1980 and beyond.

PRIMARY AND SECONDARY POPULATION PROJECTIONS - ONTARIO
Low Fertility, Net Migration 50,000
Average Annual Growth - Percentage

TABLE 3A.1

	Primary Population Males 25-54	Secondary Population			Total Population
		Males 15-24	Males 55+	Females 15+	
1975/70	2.5	2.6	1.5	2.5	1.7
1980/75	2.3	1.9	2.8	2.2	1.5
1985/80	2.4	-1.1	2.0	1.6	1.5
1990/85	2.3	-1.4	1.6	1.4	1.3
1995/90	1.4	1.2	1.2	1.4	1.0

Source: Based on data in Table 3A.

PRIMARY AND SECONDARY POPULATION PROJECTIONS - CANADA
Low Fertility, Net Migration 140,000 (Thousands)

TABLE 4

	Primary Population Males 25-54	Secondary Population			Total Population	Percentage Distribution*		
		Males 15-24	Males 55+	Females 15+		Males 25-54	Males 15-24	Males 55+ Females 15+
1970**	3,809.0	1,960.8	1,598.9	7,474.6	21,297.0	17.9	9.2	7.5 35.1
1975**	4,203.0	2,195.0	1,713.0	8,364.0	22,800.0	18.4	9.6	7.5 36.7
1980	4,890.3	2,449.3	1,962.8	9,508.9	24,472.5	20.0	10.0	8.0 38.9
1985	5,622.8	2,285.5	2,152.2	10,389.8	26,298.6	21.4	8.7	8.2 39.5
1990	6,360.1	2,044.1	2,304.8	11,136.3	28,057.1	22.7	7.3	8.2 39.7
1995	6,890.7	2,051.0	2,427.0	11,880.6	29,611.2	23.3	6.9	8.2 40.1

*Per Cent of Total Population

**Actual

Source: Statistics Canada

PRIMARY AND SECONDARY POPULATION PROJECTIONS - CANADA
 Low Fertility, Net Migration 140,000
 Average Annual Growth - Percentage

TABLE 4.1

	Primary Population Males 25-54	Secondary Population			Total Population
		Males 15-24	Males 55+	Females 15+	
1975/70	2.0	2.3	1.4	2.3	1.4
1980/75	3.1	2.2	2.8	2.6	1.4
1985/80	2.8	-1.4	1.9	1.8	1.4
1990/85	2.5	-2.2	1.4	1.4	1.3
1995/90	1.6	0.1	1.0	1.3	1.1

Source: Based on data in Table 4.

PRIMARY AND SECONDARY POPULATION PROJECTIONS - ONTARIO
Low Fertility, Net Migration 25,000 (Thousands)

TABLE 4A

	Primary Population Males 25-54	Secondary Population		Total Population	Percentage Distribution*			
		Males 15-24	Males 55+		Males 25-54	Males 15-24	Males 55+	Females 15+
1970**	1,395.6	669.2	568.1	7,551.0	18.5	8.9	7.5	35.8
1975**	1,582.0	760.0	611.0	8,226.0	19.2	9.2	7.4	37.2
1980	1,708.0	818.3	695.6	8,593.3	19.9	9.5	8.1	38.6
1985	1,890.5	765.2	764.5	9,101.3	20.8	8.4	8.4	38.9
1990	2,085.3	699.2	820.5	9,558.4	21.8	7.3	8.6	39.2
1995	2,206.3	729.3	862.5	9,922.9	22.2	7.3	8.7	39.9

*Per Cent of Total Population

**Actual (Statistics Canada)

Source: Ministry of Treasury, Economics and Intergovernmental Affairs estimates for 1980 and beyond.

PRIMARY AND SECONDARY POPULATION PROJECTIONS - ONTARIO
Low Fertility, Net Migration 25,000
Average Annual Growth - Percentage

TABLE 4A.1

	Primary Population Males 25-54	Secondary Population			Total Population
		Males 15-24	Males 55+		
			Females 15+	Females 55+	
1975/70	2.5	2.6	1.5	2.5	1.7
1980/75	1.5	1.5	2.6	1.7	0.9
1985/80	2.1	-1.3	1.9	1.3	1.2
1990/85	2.0	-1.8	1.4	1.1	1.0
1995/90	1.1	0.8	1.0	1.1	0.8

Source: Based on data in Table 4A.

Together these tables convey the following impressions about shifts in the composition of the working-age population for both Canada and Ontario;

- . Annual growth in the young male (15-24) age group will drop through the 1970's, and may even become negative in the 1980's. This group will, over the next two decades, form a steadily declining part of the population because of past and continuing decline in fertility rates.
- . Correspondingly, as cohorts from the high fertility period prior to 1960 grow older, the primary population (males 25-54) will grow faster than other age groups over the entire period 1975-95. Growth in the primary population may even accelerate until the mid-1980's; however, the drag of post-1955 declining fertility rates leads to a slowing down of growth in this age group in the late 1980's. The primary population is projected to form an increasing proportion of the overall population in future years.
- . Growth in the male 55-plus group would be higher than that for the total population, with the result that this group would also form a rising proportion of the total. The growth trend for this group is dependent on fertility rates (as far back as the First World War), past wars, medical developments, historical immigration and projected death rates. The net result of these factors is a slowing down in growth of the population in this age group over the next two decades.
- . Growth in the female portion of the working-age population would exceed that of the total population but would follow a general declining path under each scenario.
- . Variation of as much as 40 per cent in the net immigration assumption does not alter the basic prospect for long-run decline in growth of subgroups within the working-age population (see Charts 1 and 2). Nor does it significantly alter the trend towards an increasing proportion of the working-age population in the 25-plus brackets (at the expense of the 15-24 group). The long run pattern is quite firmly established by historical behaviour of fertility rates, in particular the decline which set in during the mid-fifties and which has continued in the early seventies.

Participation Rates

As mentioned earlier, participation rates for four groups in the working-age population were examined and projected.⁽¹⁾ The primary labour force participation rate represents that portion of the primary population (males 25-54 years old) which is in the labour force. Secondary labour force participation rates related to subgroups in the secondary population (males 15-24, males 55 plus and females 15 plus). After projecting these primary and secondary.....

(1) The projections presented in this report are based on the revised labour force figures for 1975 but because the series on participation rates by age and sex have not been adjusted by Statistics Canada to reflect the recent changes, historical data cited here include those aged 14.

participation rates for any given year, they were applied to their corresponding working-age populations to get labour force levels in that year. Then, by adding up these labour force levels and expressing the resulting total labour force as a proportion of the total working-age population, the total labour force participation rate was derived for the given year.

Projected participation rates for Canada and Ontario are shown in Tables 5 and 5A respectively.

PARTICIPATION RATES - CANADA

Table 5

	<u>Primary Labour Force</u>	<u>Secondary Labour Force</u>			Total	Labour Force
	Male 25-54	Male 15-24	Male 55+	Female 15+		
1955	.970	.675	.587	.239	.359	.529
1960	.974	.619	.583	.279	.379	.542
1965	.971	.572	.572	.313	.396	.543
1970	.963	.573	.557	.355	.425	.558
1975	.948	.690	.504	.442	.495	.611
1980	.953	.700	.514	.478	.522	.633
1985	.958	.710	.524	.521	.550	.661
1990	.958	.720	.534	.531	.556	.672
1995	.958	.730	.544	.541	.565	.681

Source: Statistics Canada data to 1970 based on the old labour force definition;
Statistics Canada data for 1975 and Ministry of Treasury, Economics and Intergovernmental Affairs estimates for subsequent years based on the revised labour force definition.

PARTICIPATION RATES - ONTARIO

Table 5A

	Primary Labour Force	Secondary Labour Force				Total Labour Force
	Male 25-54	Male 15-24	Male 55+	Female 15+	Total	
1955	N.A.	N.A.	N.A.	.275	N.A.	.557
1961	.968*	.601	.324**	.319	--	.570
1965	.967*	.570	.306**	.341	--	.567
1970	.956*	.553	.252**	.381	--	.580
1972	.950*	.599	.208**	.403	--	.591
1973	.962	.610	.533	.416	.465	.597
1975	.958	.700	.537	.484	.528	.642
1980	.963	.710	.542	.519	.555	.662
1985	.978	.720	.547	.550	.575	.686
1990	.978	.730	.552	.556	.579	.693
1995	.978	.740	.557	.566	.588	.700

*Males 25-64

**Males 65+

Source: Statistics Canada data to 1973 based on the old labour force definition; Statistics Canada data for 1975 and Ministry of Treasury, Economics and Intergovernmental Affairs estimates for subsequent years based on the revised labour force definition.

These tables indicate that the participation rate for the total labour force would rise steadily into the mid-1995's. The rate for Canada is expected to increase from 61.1 per cent in 1975 to 66.1 per cent in 1985 and to 68.1 per cent by 1995. In Ontario, the rate is likely to increase from about 64.2 per cent in 1975 to 68.6 per cent in 1985 and to 70.0 per cent by 1995.

This overall rise is almost entirely a reflection of increasing participation rates for the secondary labour force since a minor increase is postulated for the primary labour force. While all groups in the secondary population might be expected to increase their participation in the labour force, it is the female group that is likely to record the most significant gains.

Less than one-quarter of the Canadian female working-age population were in the labour force in the mid-1950's. At present, some 44 per cent are and the number could reach close to 54 per cent by the mid-1990's. The participation rate for this group in Ontario could remain higher than the average for Canada in future.

Continued increase in female participation is linked largely to structural changes in society and the economy. Some of the more important of these changes might be:

- . reduction in family responsibilities arising from secular decline in fertility rates and from increasing availability of day care;
- . increased levels of educational attainment over time such that the opportunity cost rises;
- . shortening of the work-week and more flexible working hours which permit women to accept out-of-home employment;
- . increasing opportunities for part-time employment;
- . growth in demand for output of the service industries favouring female employment;
- . slowing down in growth of real disposable income of the primary income earner due to high rates of inflation; and
- . recent changes affecting minimum wage legislation, eligibility for unemployment insurance benefits, Canada Pension Plan benefits (removal of penalty factors) and taxation of dependants' earnings. These changes all tend to encourage labour force participation by various age groups in varying degrees and further changes in policy along these lines could reinforce the underlying socio-economic trends in female participation.

The earlier down trend in the young male participation rate could have ceased in the 1973-74 period largely because of the impact of inflation on real disposable income and changes in legislation regarding unemployment benefits, minimum wages and taxation of dependants' earnings. A slight uptrend in the future participation rate could persist because of continuing inflation and expansion in part-time employment opportunities (leading to greater complementarity of education and employment).

For the group of males 55 plus, the participation could rise in future because of such factors as:

- . continued inflationary impact on nominally fixed private retirement income;
- . longer life expectancy implying possible inadequacy of existing wealth in producing future income;
- . expanding opportunities for part-time work; and
- . increasing average education and skill levels (implying a rise in the opportunity cost of withdrawal from the labour force).

Labour Force Projections

For Canada, as well as for Ontario, two scenarios for growth in the working-age population groups have been presented earlier. Applying the participation rates of the last section to the relevant groups in the working-age population yields the labour force projections.

The results are shown in the following tables. Table 6 gives the projected levels and distribution of the labour force for Canada according to the assumptions of Scenario A (low fertility and 100,000 net migration). Table 7 provides the labour force growth rates for Canada under Scenario A. Tables 8 and 9 show the corresponding results for Canada under Scenario B (low fertility and 140,000 net migration). Projected characteristics of the Ontario labour force under Scenarios A (low fertility and 50,000 net migration) and B (low fertility and 25,000 net migration) are portrayed in Tables 6A, 7A, 8A and 9A. In addition, Chart 3 shows the long-run pattern of growth in the total labour force under the different assumptions for Canada and Ontario.

LABOUR FORCE PROJECTION - CANADA
Low Fertility, Net Migration 100,000 (Thousands)

TABLE 6

	Total Labour Force	Primary Labour Force Males 25-54	Secondary Labour Force			Secondary Total	Percentage Distribution*				Total Secondary
			Males 15-24	Males 55+	Females 15+		Primary		Secondary		
							Males 15-24	Males 55+	Females 15+		
1955**	5,610.0	2,860.0	802.0	679.0	1,269.0	2,750.0	51.0	14.3	12.1	22.6	49.0
1960**	6,411.0	3,162.0	857.0	735.0	1,657.0	3,249.0	49.3	13.4	11.5	25.8	50.7
1965**	7,141.0	3,273.0	998.0	794.0	2,076.0	3,868.0	45.8	14.0	11.1	29.1	54.2
1970**	8,375.0	3,572.0	1,253.0	860.0	2,690.0	4,803.0	42.7	15.0	10.3	32.0	57.3
1975**	10,060.0	3,985.0	1,515.0	863.0	3,697.0	6,075.0	39.6	15.1	8.6	36.7	60.4
1980	11,770.5	4,575.2	1,692.7	1,005.1	4,497.5	7,195.3	38.9	14.4	8.5	38.2	61.1
1985	13,273.8	5,235.8	1,591.5	1,120.9	5,325.6	8,038.0	39.4	12.0	8.4	40.1	60.6
1990	14,268.8	5,875.8	1,426.9	1,219.7	5,746.4	8,393.0	41.2	10.0	8.5	40.3	58.8
1995	15,253.3	6,317.5	1,434.2	1,302.3	6,199.3	8,935.8	41.4	9.4	8.5	40.6	58.6

*Per Cent of Total Labour Force

**Actual (Statistics Canada)

Source: Statistics Canada data to 1970 based on the old labour force definition;
Statistics Canada data for 1975 and Ministry of Treasury, Economics and Intergovernmental Affairs estimates for 1980 and beyond based on the revised labour force definition.

LABOUR FORCE PROJECTION - ONTARIO
Low Fertility, Net Migration 50,000 (Thousands)

TABLE 6A

Total Labour Force		Percentage Distribution*												
		Primary Labour Force		Secondary Labour Force				Secondary Total	Primary Males 25-54			Secondary Males 55+		Females 15+
		Males 25-54		Males 15-24	Males 55+	Females 15+	Males 15-24		Males 55+	Males 25-54	Males 55+			
1955	2,059.0	N.A.	N.A.	N.A.	514.0	N.A.	N.A.	--	--	--	--	25.0		
1961	2,401.0	1,373.0**	271.0	72.0***	684.0	N.A.	N.A.	57.2**	11.3	3.0***		28.5		
1965	2,614.0	1,426.0**	319.0	72.0***	798.0	N.A.	N.A.	54.6**	12.2	2.8***		30.5		
1970	3,130.0	1,604.0**	421.0	64.0***	1,041.0	N.A.	N.A.	51.2**	13.5	2.0***		33.3		
1972	3,381.0	1,686.0**	471.0	55.0***	1,169.0	N.A.	N.A.	49.9**	13.9	1.6***		34.6		
1973	3,509.0	1,458.0	494.0	319.0	1,238.0		2,051.0	41.6	14.1	9.1		35.3		
1975	3,856.0	1,516.0	532.0	328.0	1,480.0		2,340.0	39.3	13.8	8.5		38.3		
1980	4,453.1	1,708.4	593.4	380.1	1,771.2		2,744.7	38.4	13.3	8.5		39.8		
1985	4,976.3	1,953.5	570.7	423.7	2,028.4		3,022.8	39.2	11.5	8.5		40.8		
1990	5,387.0	2,184.5	540.2	462.1	2,200.2		3,202.5	40.5	10.0	8.6		40.8		
1995	5,821.5	2,343.4	582.3	495.2	2,400.6		3,478.1	40.3	10.0	8.5		41.2		

*Per Cent of Total Labour Force

**Males 25-64

***Males 65+

Source: Statistics Canada data to 1973 based on the old labour force definition; Statistics Canada data for 1975 and Ministry of Treasury, Economics and Intergovernmental Affairs estimates for subsequent years based on the revised labour force definition.

AVERAGE ANNUAL GROWTH IN LABOUR FORCE - CANADA
Low Fertility, Net Migration 100,000 (Percentage)

TABLE 7

	Primary Labour	Secondary Labour Force				Total Labour Force
	Force					
	Male 25-54	Male 15-24	Male 55+	Female 15+	Total	
1955-1960*	2.0	1.3	1.6	5.5	3.4	2.7
1960-1965*	0.7	3.1	1.6	4.6	3.5	2.2
1965-1970*	1.8	4.7	1.6	5.3	4.4	3.2
1970-1975*	2.7	4.3	2.4	4.7	4.2	3.6
1975-1980	2.8	2.2	3.1	4.0	3.4	3.2
1980-1985	2.7	-1.2	2.2	3.4	2.2	2.4
1985-1990	2.3	-2.2	1.7	1.5	0.9	1.5
1990-1995	1.5	0.1	1.3	1.5	1.3	1.3

*Actual (Statistics Canada)

Source: Based on data in Table 6.

AVERAGE ANNUAL GROWTH IN LABOUR FORCE - ONTARIO
Low Fertility, Net Migration 50,000 (Percentage)

TABLE 7A

	Primary Labour	Secondary Labour Force				Total Labour Force
	Force				Total	
	Male 25-54	Male 15-24	Male 55+	Female 15+		
1961-1965*	1.0**	4.2	0.0***	3.9	N.A.	2.1
1965-1970*	2.4**	5.7	-2.3***	5.5	N.A.	3.7
1970-1972*	2.5**	5.8	-7.3***	6.0	N.A.	3.9
1973-1975*	2.3	3.2	4.5	6.6	5.4	4.1
1975-1980	2.4	2.2	3.0	3.7	3.2	2.9
1980-1985	2.7	-0.8	2.2	2.7	1.9	2.2
1985-1990	2.3	-1.1	1.8	1.6	1.2	1.6
1990-1995	1.4	1.5	1.4	1.8	1.7	1.6

*Actual Data to 1975 Statistics Canada.

**Males 25-64

***Males 65+

Source: Based on data in Table 6A

LABOUR FORCE PROJECTION - CANADA
Low Fertility, Net Migration 140,000 (Thousands)

TABLE 8

	Total Labour Force	Primary Labour Force Males 25-54	Secondary Labour Force				Secondary Total	Percentage Distribution*				
			Males		Females			Primary		Secondary		
			15-24	55+	15-24	15+		Males 25-54	Males		Females	
									15-24	55+	15+	15+
1955	5,610.0	2,860.0	802.0	679.0	1,269.0	2,750.0	51.0	14.3	12.1	22.6	49.0	
1960	6,411.0	3,162.0	857.0	735.0	1,657.0	3,249.0	49.3	13.4	11.5	25.8	50.7	
1965	7,141.0	3,273.0	998.0	794.0	2,076.0	3,868.0	45.8	14.0	11.1	29.1	54.2	
1970	8,375.0	3,572.0	1,253.0	860.0	2,690.0	4,803.0	42.7	15.0	10.3	32.0	57.3	
1975	10,060.0	3,985.0	1,515.0	863.0	3,697.0	6,075.0	39.6	15.1	8.6	36.7	60.4	
1980	11,928.7	4,660.5	1,714.5	1,008.9	4,544.8	7,268.2	39.1	14.4	8.5	38.1	60.9	
1985	13,550.2	5,386.6	1,622.7	1,127.8	5,413.1	8,163.6	39.8	12.0	8.3	39.9	60.2	
1990	14,709.0	6,093.0	1,471.8	1,230.8	5,913.4	8,616.0	41.4	10.0	8.4	40.2	58.6	
1995	15,846.2	6,601.3	1,497.2	1,320.3	6,427.4	9,244.9	41.7	9.4	8.3	40.6	58.3	

*Per Cent of Total Labour Force

Source: Statistics Canada data to 1970 based on the old labour force definition; Statistics Canada data for 1975 and Ministry of Treasury, Economics and Intergovernmental Affairs estimates for subsequent years based on the revised labour force definition.

LABOUR FORCE PROJECTIONS - ONTARIO
Low Fertility, Net Migration 25,000 (Thousands)

TABLE 8A

Total Labour Force	Primary Labour Force Males 25-54	Secondary Labour Force				Secondary Total	Percentage Distribution*			
		Males 14-24		Males 55+			Primary Males 25-54	Males 14-24	Males 55+	Females 14+
1955	2,059.0	N.A.	N.A.	N.A.	514.0	N.A.	--	--	25.0	
1961	2,401.0	1,373.0**	271.0	72.0***	684.0	N.A.	11.3	3.0***	28.5	
1965	2,614.0	1,426.0**	319.0	72.0***	798.0	N.A.	12.2	2.8***	30.5	
1970	3,130.0	1,604.0**	421.0	64.0***	1,041.0	N.A.	13.5	2.0***	33.3	
1972	3,381.0	1,686.0**	471.0	55.0***	1,169.0	N.A.	13.9	1.6***	34.6	
1973	3,509.0	1,458.0	494.0	319.0	1,238.0	2,051.0	14.1	9.1	35.3	
1975	3,856.0	1,516.0	532.0	328.0	1,480.0	2,340.0	13.8	8.5	38.3	
1980	4,325.4	1,644.8	581.0	377.0	1,722.6	2,680.6	13.4	8.7	39.8	
1985	4,763.2	1,848.9	550.9	418.2	1,945.2	2,914.3	11.6	8.8	40.8	
1990	5,083.5	2,039.4	510.4	452.9	2,080.8	3,044.1	10.0	8.9	40.9	
1995	5,416.8	2,157.8	539.7	480.2	2,239.1	3,259.0	10.0	8.9	41.3	

*Per Cent of Total Labour Force

** Males 25-64

*** Males 65+

Source: Statistics Canada data to 1973 based on the old labour force definition;
Statistics Canada data for 1975 and Ministry of Treasury, Economics and Intergovernmental Affairs estimates for subsequent years based on the revised definition of the labour force.

AVERAGE ANNUAL GROWTH IN LABOUR FORCE - CANADA
Low Fertility, Net Migration 140,000 (Percentage)

TABLE 9

	Primary Labour Force Male 25-54	Secondary Labour Force				Total Labour Force
		Male 15-24	Male 55+	Female 15+	Total	
1955-1960*	2.0	1.3	1.6	5.5	3.4	2.7
1960-1965*	0.7	3.1	1.6	4.6	3.5	2.2
1965-1970*	1.8	4.7	1.6	5.3	4.4	3.2
1970-1975*	2.8	4.5	2.4	4.8	4.3	3.7
1975-1980	3.2	2.5	3.2	4.2	3.7	3.5
1980-1985	2.9	-1.1	2.3	3.6	2.4	2.6
1985-1990	2.5	-1.9	1.8	1.8	1.1	1.7
1990-1995	1.6	0.3	1.4	1.7	1.4	1.5

*Actual (Statistics Canada)

Source: Based on data in Table 8.

AVERAGE ANNUAL GROWTH IN LABOUR FORCE - ONTARIO
Low Fertility, Net Migration 25,000 (Percentage)

TABLE 9A

	Primary Labour Force Male 25-54	Secondary Labour Force				Total Labour Force
		Male 15-24	Male 55+	Female 15+	Total	
1961-1965 *	1.0**	4.2	0.0***	3.9	N.A.	2.1
1965-1970 *	2.4**	5.7	-2.3***	5.5	N.A.	3.7
1970-1972 *	2.5**	5.8	-7.3***	6.0	N.A.	3.9
1973-1975 *	1.4	2.6	4.3	5.9	4.9	3.4
1975-1980	1.6	1.8	2.8	3.1	2.8	2.3
1980-1985	2.4	-1.1	2.1	2.5	1.7	1.9
1985-1990	2.0	-1.5	1.6	1.4	0.9	1.3
1990-1995	1.1	1.1	1.2	1.5	1.4	1.3

*Actual Data to 1975 Statistics Canada

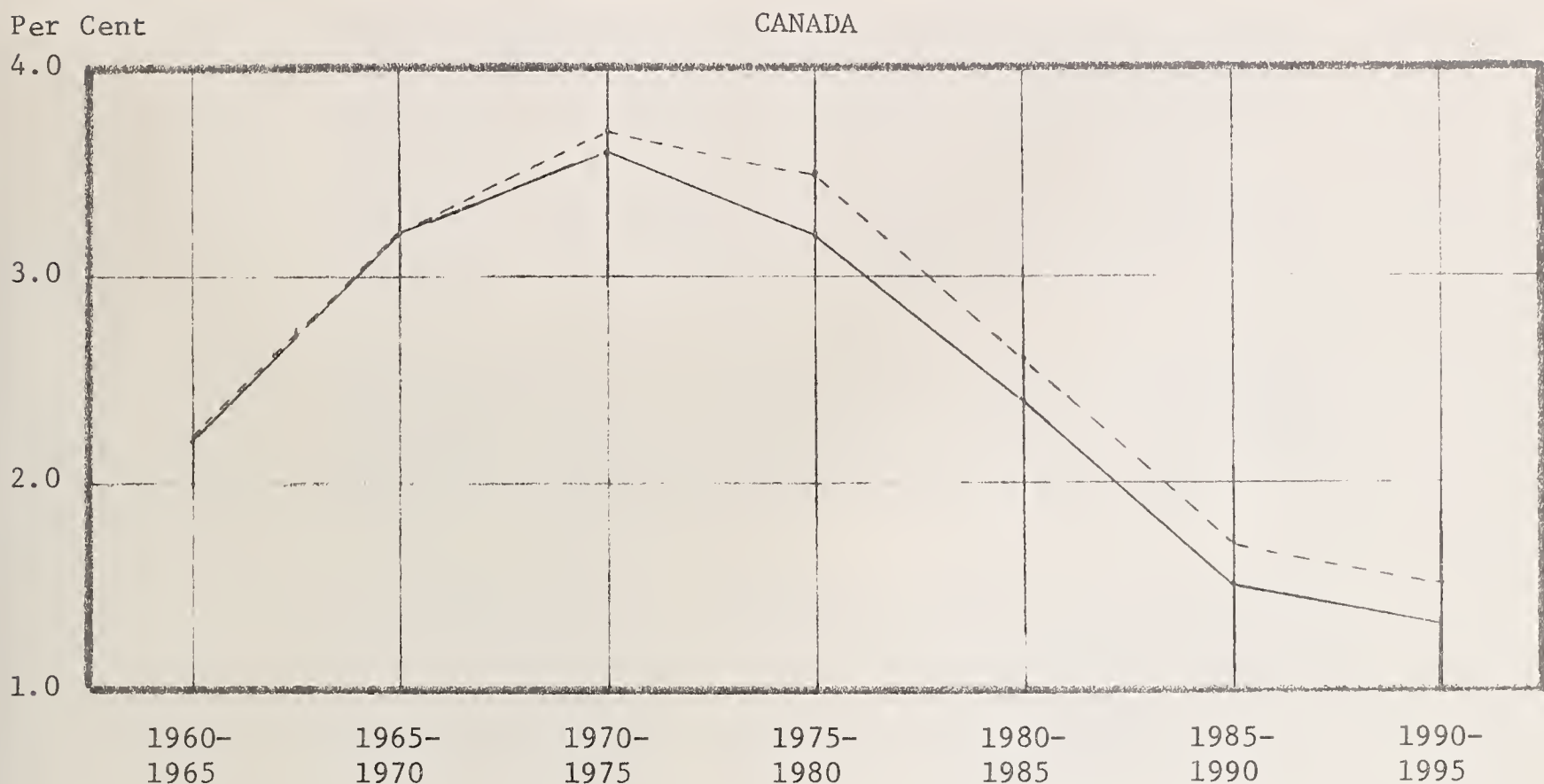
**Males 25-64

***Males 65+

Source: Based on data in Table 8A

FIVE-YEAR AVERAGE ANNUAL GROWTH IN LABOUR FORCE*
CANADA AND ONTARIO

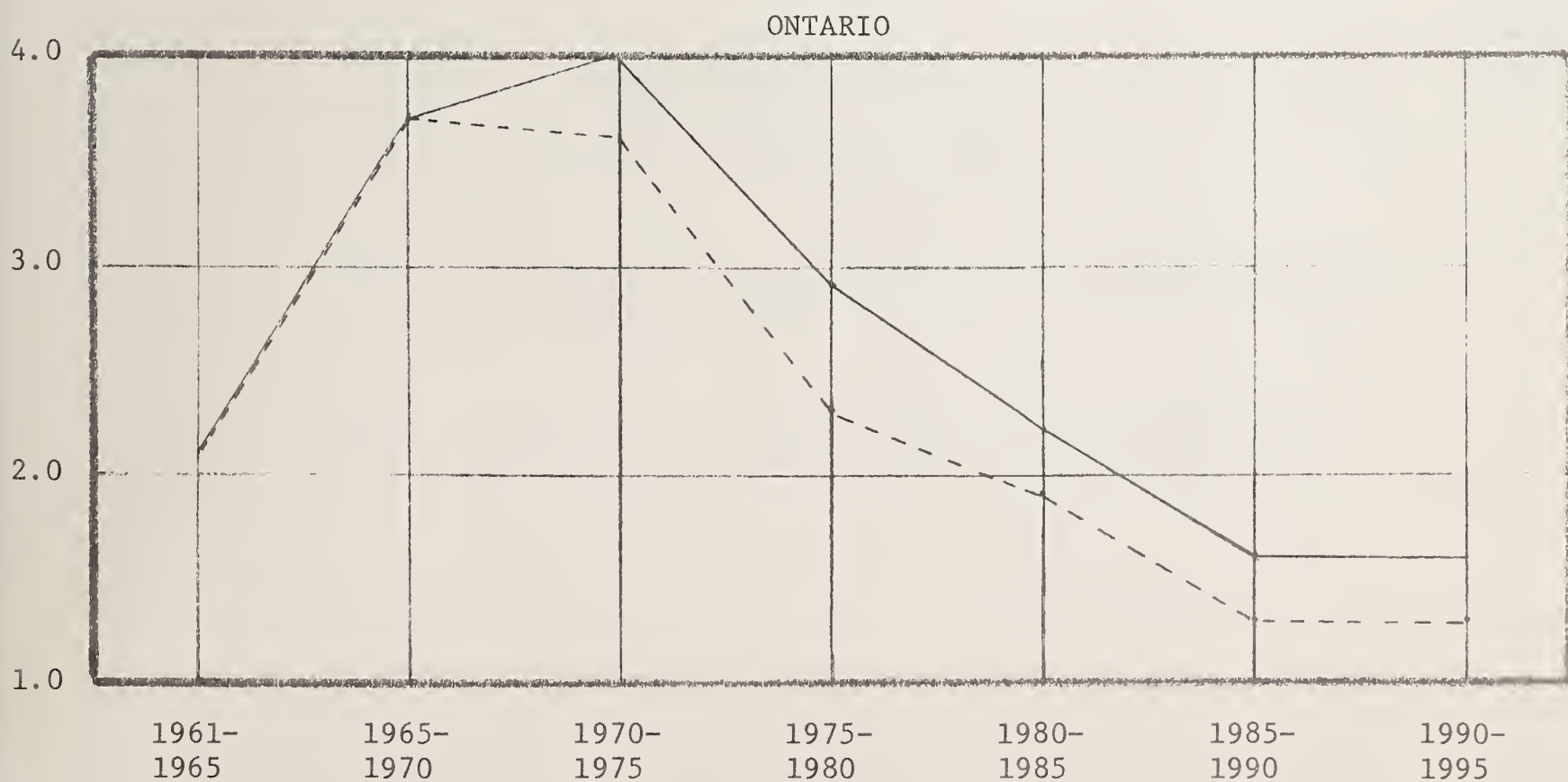
CHART 3



A ——— B - - - - -

A - Low Fertility, Net Migration 100,000

B - Low Fertility, Net Migration 140,000



A ——— B - - - - -

A - Low Fertility, Net Migration 50,000

B - Low Fertility, Net Migration 25,000

* Based on actual data to 1975 and projections thereafter.

These tables indicate a number of important future developments in the labour force (national as well as provincial).

- . Growth in the total labour force would slow down quite sharply over the next twenty years. The average annual growth of 3.6 per cent for Canada in the 1970-75 period would drop to 3.2 per cent in the 1975-80 period and reach 1.5 per cent in the second half of the 1980's. For Ontario, the growth rate would decline sharply from about 4 per cent (1970-75) to 2.9 per cent (1975-80) and it could reach 1.6 per cent in the latter 1980's.
- . For both Ontario and Canada, the pattern of decline remains the same under the alternative net migration assumptions. The higher net migration values do produce higher rates of growth than do the low migration values, but the differences are not too significant given the 40 to 50 per cent variation in net migration.
- . It is clear that the fundamental determinant of the long-run decline in labour force growth is due to the trends in the working-age population which in turn are determined by past declines in fertility rates. The effect is so strong that neither higher levels of migration (up to 40 or 50 per cent) nor rising overall participation rates provide adequate offset.
- . Long-run decline in labour force growth would be even more pronounced if participation rates do not rise as fast as indicated in the previous section.
- . Shifts in the distribution of the working-age population have marked effects on the growth rates for sub-groups in the labour force. For example, growth of the 15-24 male labour force would decline rapidly and become negative in the 1980's, but as cohorts move into the 25-54 age bracket (where the participation rate is considerably higher), the primary male labour force accelerates in growth in the 1980's.
- . Women would form 40 to 41 per cent of the total labour force by 1985 as compared with 37 to 38 per cent at present and 30 per cent in 1965. (The numbers for Ontario are generally higher than those for Canada as a whole.)
- . Young males (15-24) who in the early 1970's formed just under 14 per cent of the total labour force would represent a steadily declining portion through to 1990 (about 10 per cent) and perhaps beyond.
- . Males in the 25-54 age bracket who at present account for 39 to 40 per cent of the total labour force are likely to form a slightly larger part by the end of the 1980's.

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